

TENNESSEE STATE BOARD OF EDUCATION		
DIFFERENTIATED PAY AND STRATEGIC COMPENSATION		5911
ADOPTED: July 28, 2017	REVISED:	MONITORING: Review: Annually

In State Board Policy 5.600 – Strategic Compensation, the State Board sets forth the requirements for LEAs to adopt and implement differentiated pay plans in order to support educator effectiveness and improve teacher retention.

As a charter school authorizer, the State Board understands the autonomy and flexibility given to authorized charter schools to recruit, hire, and train its employees and the importance of having a strategic compensation plan to aid in staffing hard-to-staff subject areas and schools and attracting and retaining highly qualified teachers. A charter school’s compensation plan is a required component of the charter application, and the approved charter application as an exhibit to the charter agreement approved by the State Board.

In order for the State Board to comply with stateⁱ requirements, each authorized charter school shall submit to the State Board the school’s salary schedule or strategic compensation plan during the pre-opening process and during the five-year interim review. Annually, as a part of the school planning process, each charter school shall assure that it has a differentiated pay plan or strategic compensation plan. In addition, each authorized charter school shall submit documentation of the plan as a part of the District’s annual monitoring of schools.

Legal References:

ⁱ T.C.A. § 49-3-306;
State Board Policy 5.600 Strategic Compensation;
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